



The Coalition
Of Orange County
Community Clinics
Is Seeking An
Innovative And
Entrepreneurial
**CHIEF
EXECUTIVE
OFFICER**



THE COALITION

The Coalition of Orange County Community Clinics (COCCC) was founded in 1974 as a 501(c)3 non-profit organization designed to support and strengthen the County's network of licensed, community and free clinics. The Coalition is governed by a Board of Directors consisting of eight representatives of the clinic members and six external community stakeholders. Elected by the Coalition's membership,

Board members serve two-year terms and are normally limited to two consecutive terms.

The COCCC is comprised of 17 member organizations

with 31 licensed clinic sites located throughout Orange County. Each clinic member is its own separate organization, governed by its own respective Board of Directors and mission. For the past two decades, the Coalition has served as a membership organization for community-based clinics.

For more extensive information on COCCC, please visit the website at: www.forhealthyoc.org.

THE POSITION

Reporting to the Board of Directors, the Chief Executive Officer provides the day-to-day administrative leadership and overall management direction of all advocacy, fiscal resource development, community/public relations, planning, personnel and operational functions required to achieve the short and

long-term strategies and objectives of the Coalition and to achieve and maintain the financial stability of the organization.

The CEO is supported by 12 staff and an annual operating budget of \$2 million. The Coalition administers and distributes approximately \$6 million annually in government contracts and private foundation grants to the clinics, and is responsible for fiscal, operational and strategic compliance oversight with respect to funding recipients.

Mission

The Coalition of Orange County Community Clinics is a consortium of community based safety-net health care service organizations dedicated to building and strengthening a community-wide system of comprehensive, high quality, accessible and affordable health care. The Coalition is committed to supporting the needs of its members through service, education, advocacy, and resources in order that they can effectively serve their diverse, multi-cultural populations.

The new CEO will be expected to serve as a catalyst for change by seeking opportunities to shape the system of care in support of the Coalition's mission, vision

and values. Responsibilities also consist of overseeing the financial and business affairs of the Coalition, including interactions with clinic members, government officials, foundation officers, vendors, bankers and others. The Board relies upon the CEO for advice and leadership relating to major issues facing the Coalition.

COALITION PRIORITIES

In addition to overseeing the day-to-day activities of the Coalition, the new CEO will be expected to invest his/her attention on the following priorities:

- Implement 2003-2005 Strategic Plan, which addresses the following key areas:
Goal #1: Provide members with the support they need to succeed in today's environment

Goal #2: Strengthen the safety-net of community clinics by providing leadership in health policy and public affairs

Goal #3: Provide leadership in strengthening the community clinic system of care

Goal #4: Build an infrastructure that allows for success and ensures its fiscal health

- Assess structure and talent in the organization and make appropriate changes
- Work with interested clinic members and relevant stakeholders in the implementation of the clinic system of care for Orange County
- Establish a dynamic presence in the community on behalf of the Coalition
- Proactively address foreseeable budget cuts and infuse new energy and innovation into corresponding debates and planning efforts

IDEAL CANDIDATE

It is anticipated that the new Chief Executive Officer will be a highly competent professional with an in-depth understanding of effective public health care systems, current policy issues and the challenges/opportunities confronting the availability and delivery of services in California.

Attributes and abilities of the ideal candidate are described as follows:

- Extremely effective negotiator
- Inspirational strategic thinker and sophisticated entrepreneur

- Applies a visionary and enthusiastic approach to challenges and opportunities
- Strong communicator with exceptional interpersonal skills
- Comfortable in dealing with high profile stakeholders
- Creative and progressively minded
- Proven partnership builder
- Displays highly developed political intuition
- Talented manager and developer of people
- Demonstrated ability to create consensus
- Strong team builder
- Uncompromising integrity
- Visionary and not bound by tradition
- Exudes obvious passion for quality public health care
- Inclusive and involves others in planning, decision making and assessment activities

In addition to the above, the ideal candidate will possess a successful track record in pursuing and attracting funding opportunities

from federal, state and private sources. He/she will also display a highly developed business orientation towards management. The ideal candidate

will be a “roll up your sleeves” type of leader who has extensive familiarity in dealing with limited resources in comparable environments.

Core Values

- The inherent dignity of every person and respect and appreciation of cultural diversity
- Quality, affordable health care as a basic human right
- The cooperation between the public and private sectors in meeting the health care needs of communities
- The responsible use of public and private resources

EXPERIENCE & EDUCATION

Substantial leadership experience in the field(s) of health, public health, human services or related non-profit environment is required. In addition to possessing a passion for public service, qualified candidates will possess superior knowledge in relevant administrative systems and practices, grants and contract management, investment and banking practices, financial management and budget planning, as well as government structures, systems and practices.

Prior experience working with an appointed or elected body is highly desirable. California experience and/or knowledge of Orange County will help to ensure a quick transition for the selected candidate. Experience serving a similar population will be weighted favorably. An advanced degree in health care administration, public health, business or other related field is also required. The Board of Directors is desirous of appointing an ideal candidate who is willing to make a long-term commitment to the Coalition and community.

COMPENSATION

The Coalition offers an annual salary of up to \$140,000 DOQ, which is supplemented by a benefits package that is competitive in the non-profit sector.

APPLICATION & SELECTION PROCESS

The final filing date for this recruitment is **Friday, January 23, 2004**. To be considered for this unique opportunity, please submit a cover letter with current salary, resume and a minimum of five work-related references to:



A DIVISION OF



Teri Black-Brann

SHANNON EXECUTIVE SEARCH

241 Lathrop Way

Sacramento, CA 95815

Ph: 916.263.1401

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E-mail: resumes@cps.ca.gov

Website: www.cps.ca.gov/shannon

Following the filing date, candidates with the most relevant qualifications and experience will be granted interviews by the consultants. Those individuals determined to be best suited for the position will then be interviewed by representatives of the Coalition. An appointment is anticipated in early spring 2004 upon the completion of thorough reference and background checks.

